

PAY DIFFERENTIAL 27
CLIMBING PAY DIFFERENTIAL – BARGAINING UNITS 09, 10, 11, 12, AND
EXCLUDED EMPLOYEES

Established: 07/01/99

Revised: 01/01/02, 04/01/02, 07/01/03, 04/01/05, 07/01/14

CLASS TITLE	CB/ID	RATE	CRITERIA	EARNINGS ID	DEPARTMENT
Rank-and-File:					
Classes	R09	\$10 Per Climbing Hour	A, F	8CPD	Air Resources Board
	R09 R12		C, F		California Governor's Office of Emergency Services
	R10		D, F		Department of Industrial Relations
	R11		B, F		Department of Conservation
Excluded:					
	S09	\$10 Per Climbing Hour	C,F	8CPD	California Governor's Office of Emergency Services
	S11		B, F		Department of Conservation
	U09		D, F		Department of Industrial Relations
	U11		E, F		Department of Transportation and Department of Water Resources

CRITERIA	
A	Employees at Air Resources Board (ARB) who are required to climb to the sampling point of smoke stacks or storage tanks at a height of 30 feet or more shall receive an hourly differential of \$10 per actual climbing hour. Employees may be required to successfully complete training prescribed by ARB as a condition of employment in positions requiring climbing. "Climbing" smoke stacks and storage tanks requires the use of hands and feet for 30 feet upward to sampling points. "Climbing" does not include such things as taking an elevator or climbing the stairs contained in a building upon which a smoke stack is located.
B	Employees at the Department of Conservation who are required to climb using climbing equipment to earthquake sensor attachment points shall receive an hourly differential of \$10 per actual climbing hour using climbing equipment.
C	California Governor's Office of Emergency Services (CalOES) employees who are required to climb Telecommunications tower antenna structures and employees of the same department who are required to hold backup safety lines for climbers at a height of 30 feet or more, shall receive an hourly differential of \$10 per actual climbing hour using climbing equipment or holding backup safety lines. Climbing requires the use of hands and feet and shall not include such things as taking an elevator or climbing stairs contained in a building upon which a tower antenna structure is located. Employees are required to complete training prescribed by DGS in positions requiring climbing.
D	Department of Industrial Relations (DIR) employees who are required to climb a tower crane, or any other structure in which the employee is required to use climbing equipment to a height of 30 feet or more for the purpose of conducting an inspection or investigation shall receive an hourly differential of \$10 per actual climbing hour. Employees may be required to successfully complete training prescribed by the Division of Occupational Safety and Health as a condition of employment in positions necessitating climbing.
E	Employees at the Department of Transportation and Water Resources who are required to climb

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using climbing equipment, and employees in the same departments who are required to hold backup safety lines for climbers, shall receive an hourly differential of \$10 per actual climbing hour using climbing equipment or holding backup safety lines. Employees may be required to successfully complete training prescribed by their departments as a condition of employment in positions requiring climbing or securing backup safety lines.

CRITERIA - Continued

F Compensation Terms: Employees who "climb" pursuant to A, B, C, D, and E will receive a minimum of one hour of climbing pay for any amount of climbing during the first hour of each day. Additional time spent climbing after the first hour during the same day will be rounded to the nearest quarter hour.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

PRO RATED	No
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

OVERTIME	No/Yes (FLSA)
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No

**Retired Annuitants are not eligible unless appointed under Government Code section 21228.